

CAREER **PATHWAYS**

Pathways in Oregon:

A Descriptive Study of the Statewide Initiative &
Initial Cohort of Completers



March 2013

Career Pathways in Oregon

Launched in 2004 through the National Governors Association's Pathways to Advancement Initiative, Oregon's Career Pathways Initiative began with five colleges. In 2006, the Initiative expanded to 11 colleges and scaled to all 17 community colleges in spring 2007. Today, Career Pathways is recognized as a best practice in Oregon's Student Success Plan. Together, the community colleges through the Oregon Pathways Alliance, leaders from the 17 colleges and the Department of Community Colleges and Workforce Development (CCWD) guided the statewide initiative and built the foundation for the initial study of completers. The Alliance has met quarterly since 2004 with staff assistance by CCWD's Pathways Initiative Director to ensure alignment and availability of career pathways across the state.

The State Board of Education approved a new short-term credit certificate, the Career Pathway Certificates of Completion (CPCC), in July 2007. These certificates, combined with existing Less Than One Year (LTOY) certificates, ensure flexible educational and skill building options for unemployed and underemployed workers, career changers, part-time students who need to work, and students wanting a short-term credential to jump-start their careers in an entry-level occupation. More than 240 Career Pathway Certificates have been approved and are currently offered across a wide variety of Career & Technical Education (CTE) program areas, and more than 5,000 short-term certificates have been awarded since 2008.

CCWD and college leaders are committed to Career Pathways for the long haul. Collectively, the colleges and CCWD have spent the last six years laying the groundwork for this report, which serves as an initial study of the first cohort of short-term certificate completers (2008-10). In it, data about this cohort one year prior to completion is outlined, as well as employment impacts one year post-completion. Future reports, planned annually, will provide assessments of the impact of short-term certificates over time and return on student investment, compare results with Workforce Investment Act programs, as well as gather additional insights for continuous improvement of career pathways in Oregon. In addition, Oregon is working with nine other states and the Center for Law and Social Policy (CLASP) in an effort to develop a national framework for Career Pathways benchmarks and metrics, which will further inform future research and analysis.

CCWD and the colleges will continue to measure impacts and improve career pathways based on evidence. This report is the critical first step. The next report will be released in late 2013.



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Executive Summary

Oregon's Career Pathways Initiative is a statewide strategy focused on increasing the number of Oregonians with certificates and degrees and contributing to achieving the "middle 40" result of Oregon's 40-40-20 goal: By 2025, 40 percent of Oregonians will have a postsecondary certificate or associate's degree.

Oregon's Career Pathways Initiative is focused on ensuring that Oregonians are able to easily prepare for, access, and complete short-term certificate programs of less than one year that lead to either immediate employment in occupations in demand by employers, or provide a seamless "pathway" to the next highest level of a degree or certificate related to the occupation. Employment and continued education are the dual objectives of Career Pathways.

Short-term certificates in Oregon's community colleges are Career & Technical Education (CTE) programs that prepare students for middle-skill occupations: jobs that require more than a high school diploma but less than a bachelor's degree. In Oregon there are two types of short-term certificates: Career Pathway Certificates of Completion (CPC) and Less Than One Year (LTOY) certificates. Both are 12-44 credits and serve as intermediate steps toward an associate's degree. Short-term certificates are designed to provide completers with competencies to qualify for an entry-level job in the labor market and to accommodate the life situations of many students.

The State Board of Education approved Career Pathway Certificates in July 2007. Since that time, more than 240 CPCs have been developed and are currently offered at all of Oregon's 17 community colleges. In addition, the colleges offer more than 100 LTOY programs. Short-term certificate programs average 22 credits. Between 2008 and 2012, 5,020 certificates were awarded statewide.

This initial report describes the progress and accomplishments of the Career Pathways Initiative to date and tells the story of the first certificate completer cohort. This includes their employment and continued education path within a year after completion as a demographic analysis. It also provides baseline data for future annual reports. The first cohort completed certificates in 2008-09 and 2009-10, which coincided with the state's worst recession in 25 years.

Employment key findings about earnings for the completer cohort include:

- Despite high unemployment, 44.5 percent of certificate completers entered employment at \$12/hr or more within four quarters of completing their certificate, with many completers earning more than \$15/hr.
- Of those that entered employment, 48.1 percent were continuously employed for four quarters at \$12/hr. or more. Their average wage was \$17.68/hr.
- During the time that the completer cohort was seeking employment, from 2008 to 2010, Oregon's statewide unemployment rate reached a high of 11.5 percent with more than 229,000 Oregonians unemployed.

- Findings vary by geographic region. Key regional findings include:
 - Metro Region: Of the 640 completers in the metro region who were not employed prior to completion, 50.3 percent entered employment within four quarters with an average wage of \$19.40/hr., above the \$11.43/hr. regional average entry-level wage, as well as the \$18.77/hr. regional median wage for the region.
 - Southern Region: Certificate completers in the southern region earned an average wage of \$17.08/hr., an increase of \$6.87/hr. above the regional average entry-level wage, and above the regional median wage of \$15.09/hr.
- For students who earned at least one credit within four quarters after certificate completion:
 - 18 percent of certificate completers who were employed within four quarters after completion for at least 30 hour week at \$12/hr. or more continued their education by taking at least one credit course in the same program of study in the four quarters after completing the certificate program.
 - Nearly half (47.7 percent) of the completer cohort continued their education within four quarters after completion, earning at least one credit.
- For students who continued in the same program of study within four quarters after certificate completion:
 - 14 percent of completers who were employed at \$12/hr. or more also completed a course in the same program of study within four quarters after certificate completion.
 - 21 percent of completers took a course in the same program of study at an Oregon community college within four quarters after certificate completion.

Demographic key findings include:

- Most short-term certificate completers were more than 25 years of age and many were older than 45, with approximately one-third of the cohort between 45 and 64 years of age. Only 17.9 percent of completers were under 25 years of age.
- Short-term certificate completers (CPCC and LTOY) were fairly evenly divided between males and females.
- Less than 5 percent of completers took an Adult Basic Education (ABE) or English as a Second Language (ESL) course one or two years prior to completion. Approximately one-third of the completer cohort took a Developmental Education course during the one or two years prior to completion

Career Pathways Initiative

Oregon's Career Pathways Initiative is focused on ensuring that Oregonians are able to easily prepare for, access and complete short-term certificate programs of less than one year that lead to either immediate employment in occupations in demand by employers, or provide a seamless "pathway" to the next highest level of a degree or certificate related to the occupation. Employment and continued education are the dual objectives of Career Pathways.

The Career Pathways Initiative is a critical statewide strategy to achieving the "middle 40" results for Oregon's 40-40-20 Goal, which states: By 2025, 40 percent of Oregonians will earn a four-year degree, 40 percent will achieve a postsecondary certificate or associate's degree, and the remaining 20 percent will earn a high school diploma or equivalent and be ready to enter the workforce. The US Department of Labor Bureau of Labor Statistics reported in 2011 that 226,000 Oregonians 25 and older had less than a high school diploma, and 718,000 had a high school diploma but no college.

Short-term certificates (12-44 credits) provide educational options and opportunities for unemployed and underemployed Oregonians to increase their skills to meet Oregon employers' demand for trained workers in middle-skill occupations. These are jobs that require more than a high school diploma but less than a four-year degree. Career Pathway and Less Than One Year certificate programs are "stackable credentials" specifically designed to acknowledge these realities. These stackable credentials are recognized as "milestones" or "momentum points" to an associate's degree and accommodate the life situations of many students. The certificates are recognized as "milestones" and "momentum points" in Oregon's Student Success Plan. Short-term certificates provide individuals a "stepping stone" for additional education and further career advancement, without starting over on their educational paths.

Scaling the Statewide Initiative

Launched in 2004 through the National Governors Association's Pathways to Advancement Initiative, Oregon's Career Pathways Initiative began with five colleges. Three colleges, Mt. Hood, Portland, and

Definitions

Career Pathway: Career Pathways are linked education and training services that enable students, often while they are working, to advance over time to successfully higher education and employment in a given industry or occupational sector. Each step on a career pathway is designed explicitly to prepare students to progress to the next level of employment and education. Career Pathways focus on easing and facilitating student transitions from high school to community college, from pre-college courses to credit postsecondary programs, and from community college to university or employment.

Career Pathway Certificate of Completion (CPCC): 12-44 wholly-contained and "stackable" credits within an Associate of Applied Science (AAS) degree. Courses are tied to competencies identified by employers for jobs in the local labor market.

Less Than One Year Certificate (LTOY): 12-44 credits tied to competencies identified by employers for jobs in the local labor market. Includes coursework contained in more than one associate's degree program.

Southwestern Oregon had implemented career pathways programs which were meeting with early success. Worksystems, Inc., the Portland Metro Workforce Investment Board provided the funding to launch career pathways at PCC and MHCC.

The initiative expanded to 11 colleges in 2006 and scaled to all 17 in 2007. The statewide implementation and scaling of this effort was supported by braiding diverse funding streams, the leadership of Governor Ted Kulongoski, and the community colleges in partnership with the state's Career & Technical Education Network, Oregon University System, Oregon Employment Department, and Local Workforce Investment Boards.

The Oregon Presidents Council signed a Career Pathways Resolution affirming the colleges' commitment in 2006 which was renewed in 2008, 2010, and 2012 (see Appendix). Since 2004, the Oregon Pathways Alliance, a statewide peer learning collaborative of college leaders, has been meeting quarterly to share promising practices and lessons learned, and to collaborate with the Department of Community Colleges and Workforce Development (CCWD) on strategy, professional development, and implementation processes and procedures (see Appendix). Community college leadership has been instrumental to implementing the Career Pathways systemic framework across the 17 colleges. In 2006, CCWD funded a statewide coordinator position for the Career Pathways Initiative.

To build capacity and gain statewide buy-in, three Pathway Academies were held which included teams from each community college and the state agencies. The first was in 2005, followed by a second in 2007. The third academy focused on healthcare career pathways and included employers on each team. These events were designed to build awareness, collaboration and facilitate learning. As a result, there was an increased level of buy-in and understanding statewide with each college developing a Pathways Action Plan.

Funding for the Career Pathways Initiative has been provided through the Employer Workforce Training Fund, Workforce Investment Act (WIA) Incentive Grants, WIA Title I-B, Perkins Postsecondary Leadership, and Community College Strategic Funds. For the past three biennia, the Department of Community Colleges and Workforce Development has "incented" capacity building and increased completer outcomes at the local level through Career Pathways grants to the 17 colleges (2007-09, 2009-11, 2011-13). From 2005-2007, Career Pathways grants were competitively awarded.

Evolution of Career Pathways

In July 2007, the Oregon State Board of Education approved new, additional short-term certificates, the Career Pathway Certificates of Completion (CPCC). These certificates contain courses tied to competencies that qualify completers for an entry-level job or job advancement in the local labor market. Since 2007, colleges, in collaboration with employers, have developed and implemented more than 240 CPCCs in a wide variety of Career & Technical Education (CTE) occupations. The community colleges also offer over 100 Less Than One Year (LTOY) certificate programs. CPCC and LTOY certificates ensure flexible educational and skill building options for unemployed and underemployed workers, career changers, part-time students who need to work, and students wanting a short-term credential to jump-start their careers in an entry level occupation. Over 5,000 short-term certificates have been awarded since 2008.

Also in 2007, the Oregon Pathways Alliance, with assistance from Davis Jenkins of the Community College Research Center, developed the Career Pathways Accountability and Improvement Framework that guided the development of the initial cohort study.

Between 2004 and 2012, with input from employers, an extensive infrastructure of more than 350 web-based Career Pathway “roadmaps” and high school to community college plans of study has been built for Career & Technical Education (CTE) programs to show students and job seekers how to attain long-term career and educational goals. Accessible online through community college and Oregon career and labor market websites, Career Pathway Roadmaps across the state average 45,000 page visits annually (www.MyPathCareers.org/cp).

In partnership with the Oregon Employment Department and with funding from the Department of Labor, the Career Pathways Initiative developed the Green Statewide Career Pathways Roadmap website in 2009 (www.oregongreenpathways.org). The website includes seven statewide Career Pathways roadmaps for green occupations. These roadmaps include all courses, certificates and associate’s degrees offered at Oregon’s community colleges as well as all of the pre-apprenticeship and apprenticeship programs statewide in the seven green occupations and industry-related resources.

In 2009, in partnership with the Oregon Association of Broadcasters, a 30-second video was produced which aired on Oregon radio and TV stations over a six month period. Lane Community College has also produced a 90-second video which is featured on their website (<http://www2.lanecc.edu/pathways>).

The Oregon Pathways Alliance led the “Credentials, Acceleration, Support for Employment” (CASE) proposal development for the first round of Department of Labor TAACCCT grant funding. The proposal was awarded an \$18.6 million dollar, three year grant in fall 2011. Clackamas Community College is the lead for the 17 college consortium which includes Career Pathways, Career Coaches, and Credit for Prior Learning.

Career Pathways are also a part of the statewide Industry Sector Strategy adopted by the Oregon Workforce Investment Board and the Local Workforce Investment Boards in their 2012 strategic plans. These plans include information on the Career Pathways available in each workforce region, with a focus on those paths that lead to self-sufficient wages. The plans also include availability of or plans for specific sector-based training through local training providers.

Initial Cohort Analysis

The initial cohort descriptive and employment analysis findings directly address three Career Pathways Initiative primary goals:

- Increase the number of Oregonians who attain degrees, certificates and other credentials;
- Increase entry into employment and further education in fields of economic importance locally, regionally and statewide; and
- Increase wage gains for completers over time.

The initial cohort analysis is reported in two parts, each utilizing different approaches outlined in the methodology section below. Objectives of each section are:

Descriptive Analysis - What is known about completers and their education at the time of their certificate completion?

- Characterize students who have completed short-term (CPCC & LTOY) certificates to learn more about certificate completers in the first cohort.
- Specific data collected provides insight into demographics (sex, age) and educational attainment prior to program entry.

Employment Analysis - What is known about completers in the period following their certificate completion?

- Track students into employment after they complete short-term certificates.
- Identify the impact of short-term certificates on educational attainment and employment outcomes.

Methodology

To conduct this analysis, two distinct approaches were taken requiring different data sources and timeframes. The descriptive analysis, designed to identify demographics of students successfully completing a certificate along with their academic backgrounds, utilized completion data from a three year period, 2008-09, 2009-10, and 2010-11. The employment analysis, designed to identify educational and employment outcomes following certificate completion, utilized completion data from a two year period: 2008-09 and 2009-10. This shorter timeframe was necessary to provide a full four quarters following completion for students to enter employment. The methodology outlined below will be applied to future cohorts to provide additional data for ongoing analysis.

Descriptive Analysis: The data source for the descriptive analysis was the Oregon Community College Unified Reporting System (OCCURS), a consortium-based comprehensive data system for Oregon's 17 community colleges and CCWD. The student completion data were combined with student demographic data to thoroughly characterize students who had successfully completed short-term certificates. The number of certificates awarded is higher than the number of certificate completers because many students received multiple awards during the study period.

Employment Analysis: The employment analysis was based on Career Pathway and Less Than One Year certificate completions for 2008-09 and 2009-10 reported to OCCURS. The need for an adequate follow-up period after certificate completion precluded use of the 2010-11 data for this part of the project. Assessment of employment performance of pathways completers was based on wage records supplied

by the Oregon Employment Department (OED). This data source consists of quarterly records of total wages for all workers working in Oregon. As such, it allowed tracking completers' entry and exit from the workforce as well as wages earned. Ninety-six percent of all certificate completers had social security numbers available, which are necessary to match OED wage records. As a result, 4 percent of all certificate completers in the cohort were not included in the prospective portion of the study. OED wage data was available for 92 percent of completers.

In addition, employment status and, thereby wage data, may be underreported since completers who are self-employed, working in a different state or in the military are not available through Oregon Employment Department (OED) wage records.

Eastern Region: Blue Mountain Community College (BMCC), Central Oregon Community College (COCC), Columbia Gorge Community College (CGCC), Treasure Valley Community College (TVCC)

Metro Region: Clackamas Community College, Mt. Hood Community College (MHCC), Portland Community College (PCC)

Southern Region: Klamath Community College (KCC), Rogue Community College (RCC), Southwestern Oregon Community College (SOCC), Umpqua Community College (UCC)

Valley/Coast Region: Chemeketa Community College, Clatsop Community College, Lane Community College (LCC), Linn-Benton Community College (LBCC), Oregon Coast Community College (OCCC), Tillamook Bay Community College (TBCC)

The employment portion of the study analyzed both statewide and regional data, grouping community colleges into one of four regions. The regional analysis recognizes the diversity and heterogeneity of Oregon's economy and labor markets, which are particularly important factors for the study's outcome measures.

Conventions Used in the Report

Definitions: Definitions used in this study to identify those workers who are either not employed or are underemployed, as well as employment measures for certificate completers, differs significantly from definitions used for federally funded programs such as Unemployment Insurance (UI) and the Workforce Investment Act (WIA). As such, “not-employed” is used throughout the study to discuss employment outcomes for completers. The term “unemployed/unemployment” is used when the standard federal definition applies. Additionally, the study uses a higher threshold for wage and number of hours for Entered Employment and Employment Retention measures than those used in other education or workforce-related studies. Definitions are included in the Employment Analysis section of the report.

Graphics: All graphics in the text are referenced as “figures”. Data sets presented in the Appendix are referenced throughout as “tables”. Data sources for each figure and table are referenced throughout.

Note: *Throughout this study, some data has been suppressed to comply with the Family Educational Rights and Privacy Act (FERPA), OED, and CCWD privacy policy. Where applicable, these data points are referenced with a “DS” code in figures and tables.*

Descriptive Analysis

The Department of Community Colleges and Workforce Development (CCWD) and the Oregon Pathways Alliance launched an initial study in 2011 to identify and describe certificate completers, as well as the level of their subsequent employment and continued education. The initial study examined the employment and continuing education outcomes for individuals completing short-term certificates (12-44 credits), including Career Pathway Certificates of Completion (CPCC) and Less Than One Year (LTOY) certificates. The initial study consisted of demographic descriptions of the completers during the first three years (2008-2011) following approval of the Career Pathway Certificate by the State Board of Education in July 2008. It also examined employment outcomes for the first two years following certificate completion. While these timeframes imposed limitations on the depth of analysis that could be performed, the study provided a baseline for subsequent annual updates and impacts over time.

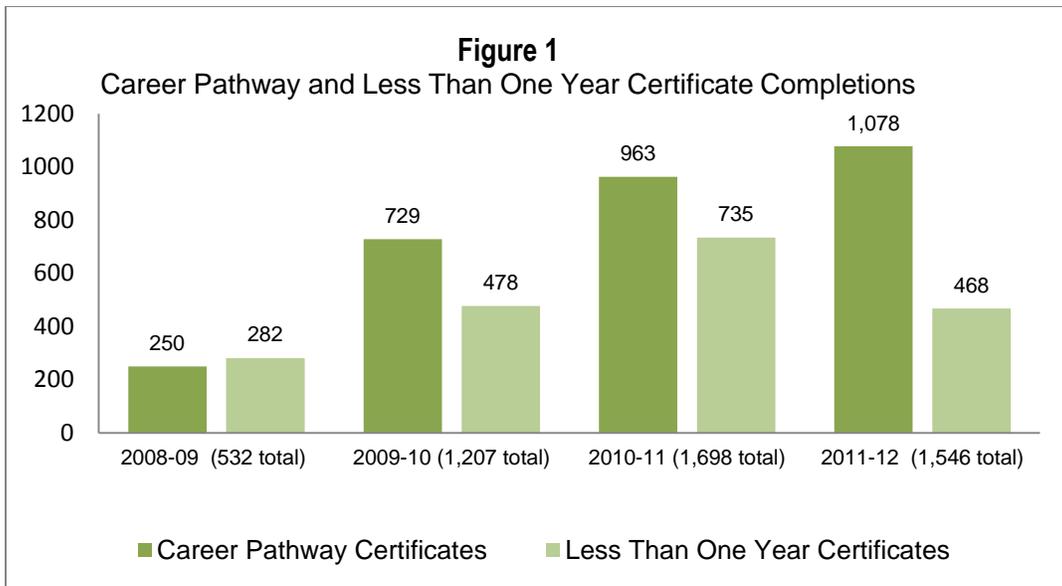
Highlights

- Short-term certificate completers were nearly evenly divided between males and females
- Most certificate completers were over 25 years of age and many were older than 45 (28 percent of the cohort was 45-64 years old)
- 30 percent of the completers had previously earned a post-secondary credential prior to enrolling in a Career Pathways program

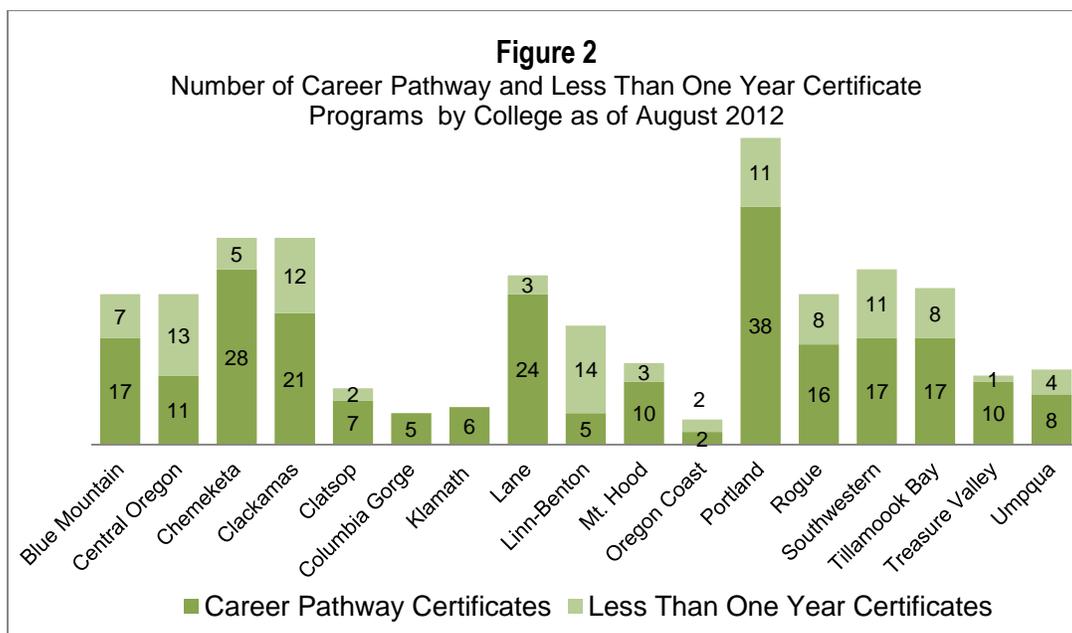
Analysis Overview

A total of 2,848 students received 3,437 Career Pathway Certificates of Completion (CPCC) and Less Than One Year (LTOY) certificates during the years included in the analysis (2008-09, 2009-10, and 2010-11). There were 589 more certificates awarded than the total number of completers as some students in the cohort received more than one certificate. About as many women as men completed certificates.

As of August 2012, 242 Career Pathway Certificates and 104 Less Than One Year Certificates were available statewide in six career areas (Appendix, Table 1). The average number of credits for these short-term certificates is 22. During the time period of this initial study (2008-2010), the number of certificates available to students was 138 (84 CPCCs and 54 LTOYs) (Figures 1 & 2).



Source: Oregon Community College Unified Reporting System; Appendix Table 3



Source: Community College Program Submission System; Appendix Table 2

Age of Completers

Over 84 percent of pathways completers were 25-64 years old and 76 percent of LTOY completers were 25-64 years old (Figures 3a and 3b). In fact, a third of pathways completers and well over a quarter of LTOY completers were over 45 years of age. Certificate completers were generally not young people who recently completed high school. Instead, many had already been engaged in the workforce, with those over 45 years of age close to mid-career.

Certificate Completers by Age

Figure 3a
Career Pathway Certificates of Completion

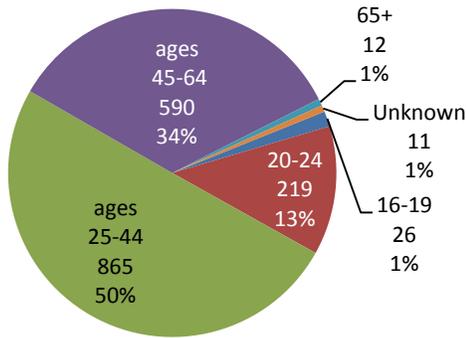
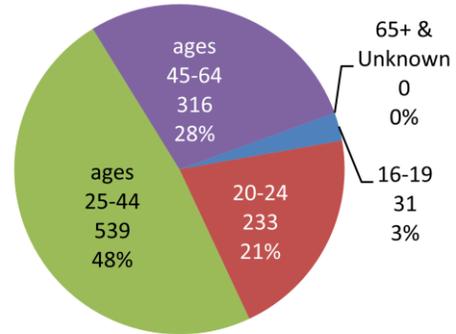


Figure 3b
Less Than One Year Certificates



Source: OCCURS; Appendix Table 4

Educational Background

For numerous completers, this was not their first post-secondary credential (See Figures 4a and 4b). As a group, 1,176 previous credentials were earned by 861 students. This means that roughly 30 percent of the entire completer cohort had previous credentials – none of which were CPCC or LTOY certificates. Taken together with the age data, this shows that much of the cohort was middle aged, and had previous credentials, but had returned to college to enroll in a CTE program which resulted in a short term certificate. Further study of completers' reasons for returning to school is to be considered for future studies.

Certificate Completers Who Earned Previous Credentials

Figure 4a
Career Pathway Certificates of Completion

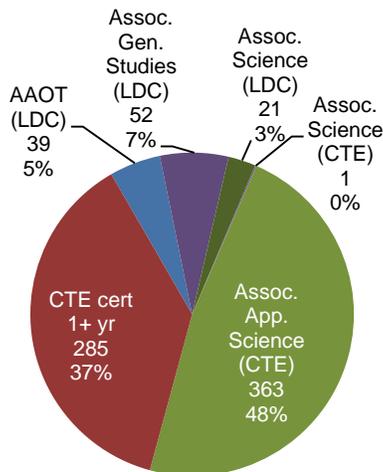
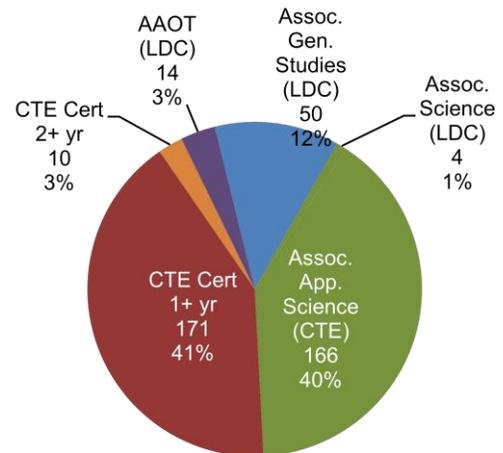


Figure 4b
Less Than One Year Certificates



Source: OCCURS; Appendix Table 4

Adult Basic Education (ABE) & Developmental Education: As outlined in Figure 5, relatively few short-term certificate completers took ABE courses one or two years prior to completion, and approximately one-third of completers took a developmental education course. Results from this initial study show that less than five percent of students defined as ABE make a transition to CTE programs and complete a certificate within four or eight quarters. *Note: As a single student could take any combination of Adult Basic Education or Developmental Education courses, numbers may be duplicated.*

Figure 5
Participation in Adult Basic Education, English as a Second Language and Developmental Education courses prior to completion

Type of course	1 year prior to completion		2 years prior to completion	
	CPCC	LTOY	CPCC	LTOY
Adult Basic Education (ABE)	3.2%	3.6%	4.9%	4.5%
English as a Second Language	4.8%	.1%	5.9%	1.2%
Developmental Education	31.3%	28.2%	37.8%	34.3%

Source: OCCURS; Appendix Table 4

Career Focus Areas: Over 80 percent of completers received short-term certificate in the following three career focus areas: Business & Management, Human Resources, and Industrial & Engineering Systems (Appendix Table 5). Refer to Appendix Table 10 to view cohort completers who entered employment by career focus area and region. Refer to Table 11 in the Appendices for a summary of certificates awarded by Career Focus Area statewide, by college, from 2008-2012.

Employment Analysis

Highlights

- More than 40 percent of completers entered employment within a year of completion and earned at least \$12/hr.
- Of those, nearly half retained continuous employment for a year.
- Wages compared favorably to both statewide entry-level wages and statewide median wages.
- More than 20 percent of completers continued their post-secondary education in the same program area.

Analysis Overview

The employment analysis reflects a cohort of 1,461 completers who received a total of 1,776 certificates during the two-year period 2008-09 and 2009-10. Ninety-six percent of this initial cohort was either not employed or underemployed a year prior to completing their certificates. This portion of the study was designed to examine employment gains and continued education of the initial cohort.

The time period when these students completed their certificates (2008-10) coincided with a deep recession throughout the United States. Unemployment throughout the nation rose to over 9 percent. Statewide, unemployment ranged from a low of 5.2 percent in the first quarter of 2008, the beginning of the recession, to a high of 11.5 percent in the second quarter of 2009 (seasonally adjusted), Oregon's highest unemployment rate in 25 years. The southern region of the state was particularly hard-hit during the recession, with unemployment rates rising from 7.4 percent to 14.8 percent (Appendix Table 7). When the first cohort in this study completed their certificates in the second quarter of 2009, the number of unemployed Oregonians reached a peak of 229,061 – an incredibly difficult time to be a job seeker (Appendix Table 8).

Despite these daunting statistics, 44.4 percent of completers found employment within a year of certificate completion in “middle skill” jobs, those earning at least \$12/hr. Of that group, 81 percent entered employment at a wage of at least \$15.00/hr.

Of the group that secured employment after completing their certificates, 48.1 percent retained continuous employment during the year examined in the study with an average wage of \$17.68/hr. This is significant as for the comparable time period, the statewide median wage was \$17.28/hr and the statewide entry-level wage was \$10.75/hr. (Source: Oregon Employment Department, Appendix Table 9).

Employment Data Definitions

Not employed: earning no wages during the fourth quarter prior to certificate completion

Underemployed: earning less than \$10/hr or working less than 20 hours /week for the fourth quarter prior to certificate completion

Entered Employment: obtaining employment of at least 30 hours /week and earning at least \$12/hr within four quarters of completion

Employment Retention: those who entered employment of at least 30 hours /week and at least \$12/hr and remained employed at that level for four consecutive quarters

Thus, Career Pathways completers were beating the odds by not only finding jobs, but finding jobs that paid well.

Continuing Education

One of the goals of the initiative is that students can continue their educational journey and accumulate “stackable” credentials over time that can lead to an associate’s degree. Nearly half, 47.7 percent, of the certificate completers finished at least one post-secondary credit within a year of receiving their certificate. Twenty-one percent of the certificate completers continued their education by earning at least three credits in the same program of study. This indicates that many students were interested in going beyond their certificate and planned to continue moving along their career pathway. Some completers, 18 percent completing at least one credit and 14 percent completing at least three credits in the same program of study, fulfilled both goals of Career Pathways as they continued their post-secondary education and found jobs paying at least \$12/hr.

Regional Findings

The study conducted an initial analysis of the diverse regional nature of Oregon’s labor market by considering the number of certificate completions, areas of career focus, entered employment/retention rates and wages across Oregon’s geographic regions. Data on certificate completers in the four regions studied is outlined below and in greater detail in Appendix Table 10. Additional regional data analysis will be conducted in a future study.

Figure 6 offers a snapshot of the study’s labor market outcome measures regionally and statewide. In all regions, average wages for short-term certificate completers who entered and remained in the workforce were considerably higher than regional entry-level wages. CCWD and the Oregon Pathways Alliance defined \$12/hr as a benchmark statewide wage outcome for certificate completers who entered the labor market with competencies to qualify for entry-level jobs, or higher, in middle skill occupations. The regional entry wage statewide varies from \$10.11/hr to \$11.43/hr with a statewide average regional entry-level wage of \$10.75/hr.

Figure 6
Regional Employment and Wage Outcome Measures

	Entered Employment*	Retained Employment	Average Hourly Wage	Regional Median Wage**	Regional Entry Wage***
Eastern Region	32.5%	30.0%	\$14.16	\$15.09	\$10.19
Metro Region	50.3%	54.7%	\$19.40	\$18.77	\$11.43
Southern Region	32.4%	44.7%	\$17.08	\$15.09	\$10.11
Valley/Coast Region	43.2%	42.3%	\$14.96	\$16.44	\$10.29
Statewide	44.4%	48.1%	\$17.68	\$17.28	\$10.75

*Entered and retained employment of at least 30 hour week and \$12/hr

**Regional median wages provided by OED

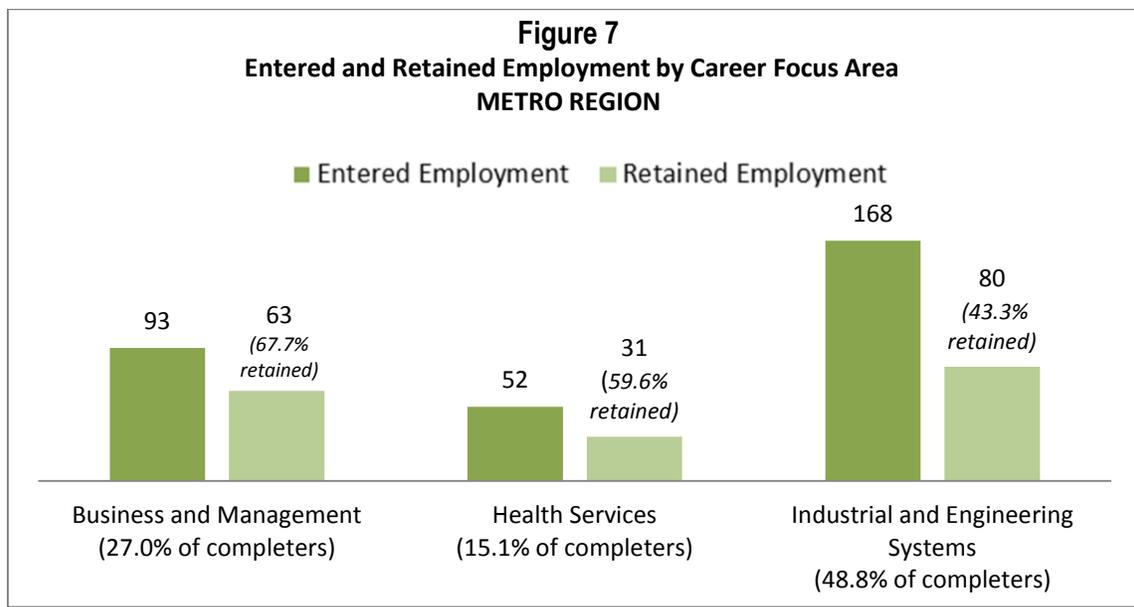
***Entry wage is the 20th percentile wage for the region as provided by OED

Source: Oregon Employment Department, Appendix Table 9

Additionally, entered employment wages for those completers who were not employed four quarters prior to completion is provided for the Metro and Southern regions below. This analysis, which does not include those completers who were underemployed and, thereby is a subset of retention data, provides insight about career pathways' success at moving completers into high wage jobs. *Note: Data suppressed (DS) to comply with FERPA/CCWD privacy policy are not included in the regional charts provided below.*

Metro Region (Clackamas, Mt. Hood, Portland)

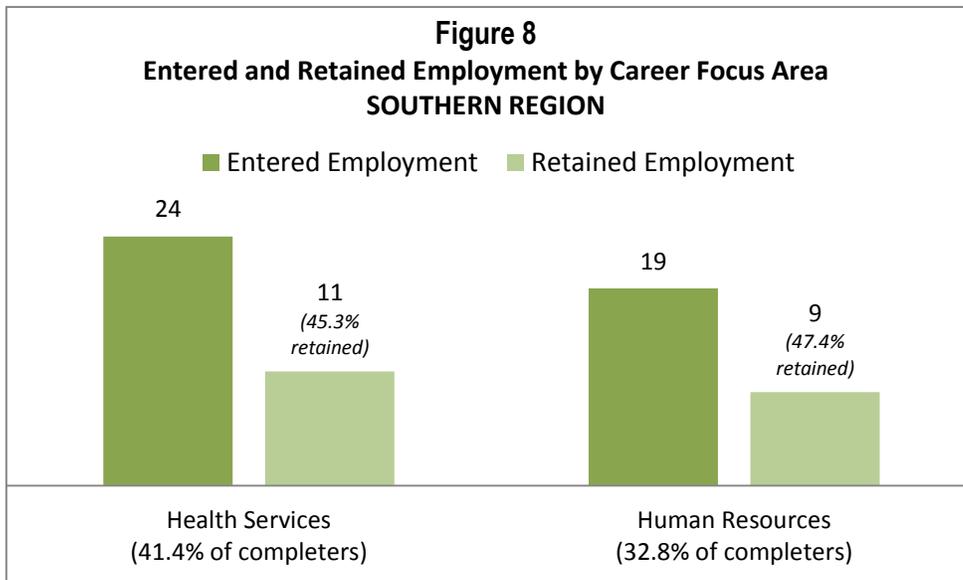
Of the 640 completers in the Metro region who were either not employed or underemployed prior to completion, 50.3 percent entered employment within four quarters at \$12/hr or more. Those that retained employment for four quarters earned an average wage of \$19.40/hr, which is \$0.63 above the \$18.77/hr average entry level wage for the region. Certificate completers primarily entered Industrial and Engineering Systems (48.8 percent), Business and Management (27 percent), and 15.1 percent entered Health Services (Figure 7).



Source: Oregon Employment Department

Southern Region (Klamath, Rogue, Southwestern Oregon, Umpqua)

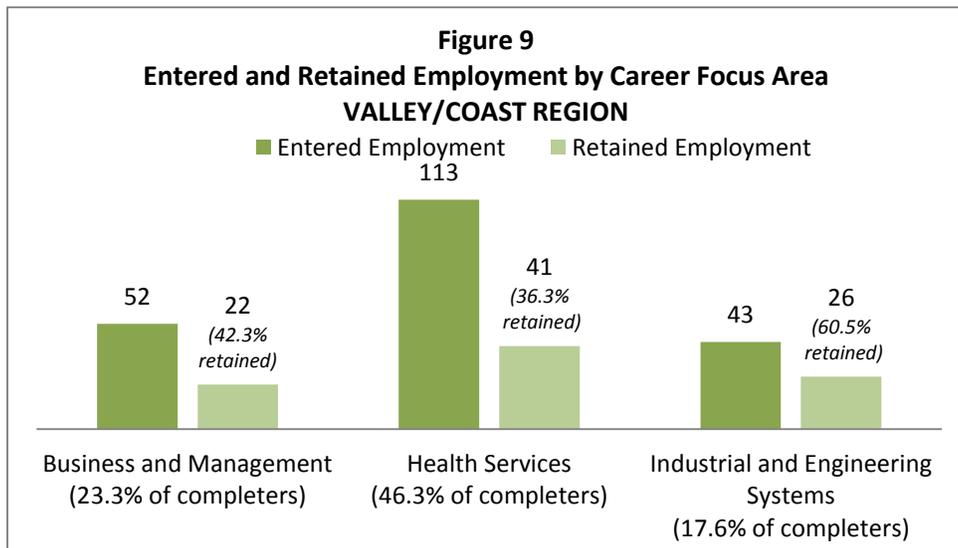
Of the 145 completers in the Southern region who were either not employed or underemployed prior to completion, 32.4 percent entered employment at \$12/hr or more. Those that retained employment for four quarters earned an average hourly wage of \$17.08/hr. Employment was primarily in Health Services (41.4 percent) and Human Resources (32.8 percent) (Figure 8). Retention rates were similar across both career focus areas.



Source: Oregon Employment Department

Valley/Coast Region (Chemeketa, Clatsop, LCC, LBCC, OCCC, TBCC)

Of the 498 completers in the Valley/Coast region who were either not employed or underemployed prior to completion, 43.2% entered employment within four quarters at \$12/hr. or more. Those that retained employment for four quarters earned an average hourly wage of \$14.96, \$4.67 above the average entry-level wage of \$10.29. Almost half of certificate completers received a Health Services certificate (46.3%), with another 21.3% receiving a certificate in Business and Management, and 17.6% in Industrial and Engineering Systems. Retention was highest in Industrial and Engineering Systems, though it had the lowest entered employment rate of the three reported (Figure 20).

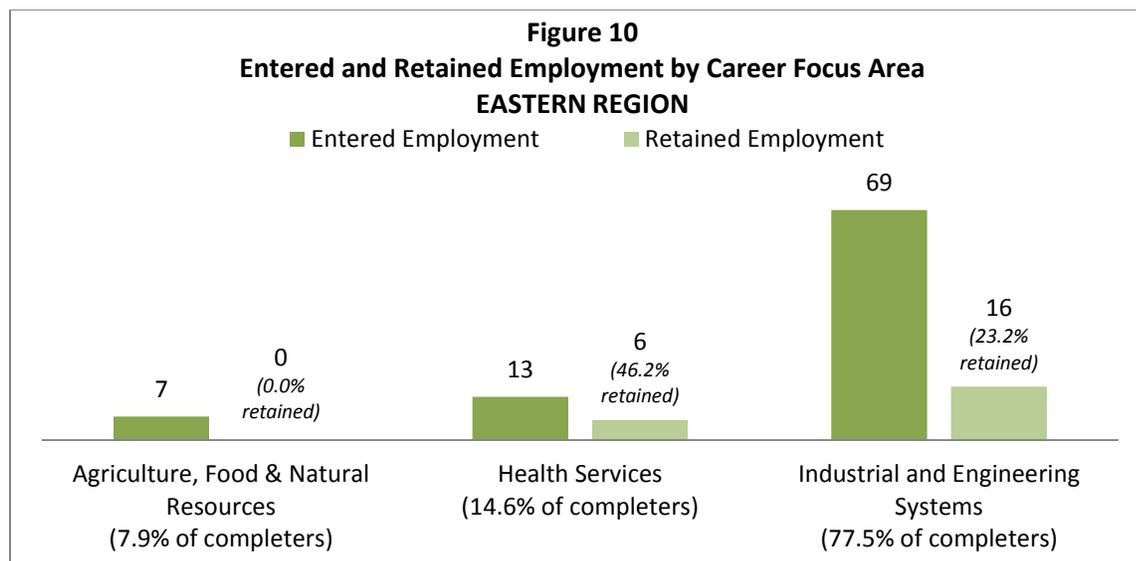


Source: Oregon Employment Department

Within the smaller cohort of 328 students who were not employed (underemployed not included) for four quarters prior to completing their certificate, 208 worked for 30 hours a week or more in the four quarters following employment. Of those, 106 received \$15/hr. or more (Figure 21).

Eastern Region (BMCC, COCC, CGCC, TVCC)

Of 123 completers in the Eastern region who were either not employed or underemployed prior to completion, 40 entered employment within four quarters at \$12 or more. Those that retained employment for four quarters earned an average hourly wage of \$14.16, \$3.97 above the region's average entry level wage of \$10.19. Employment was primarily in Industrial and Engineering Systems (77.5%), followed by Health Services (14.6%) and Agriculture, Food and Natural Resources at 7.9% (Figure 14). Retention was highest in Health Services, though fewer completers chose this career focus area.



Source: Oregon Employment Department

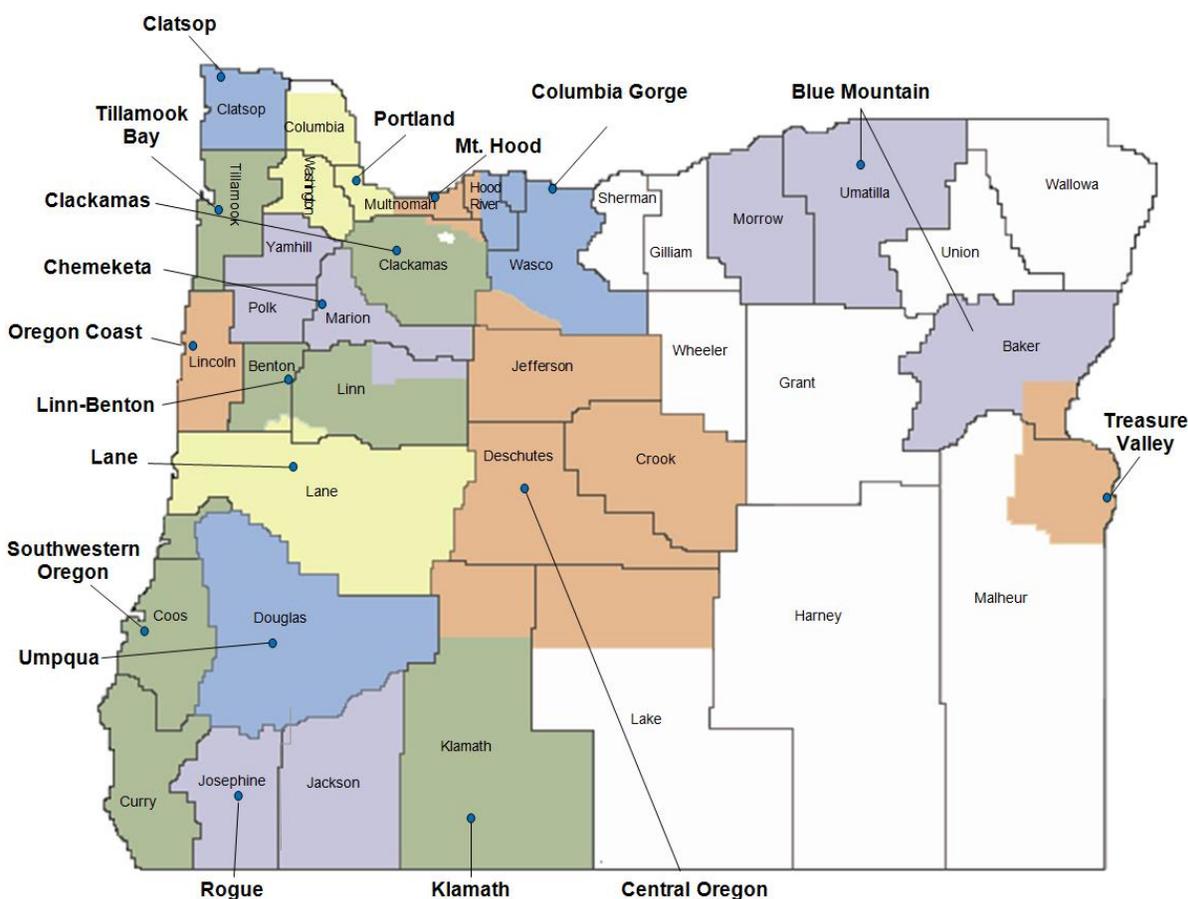
Within the smaller cohort of 84 students who were not employed (underemployed not included) for a full four quarters prior to completing their certificate, 36 were working more than 30 hours a week in the four quarters following employment, with 22 receiving \$15/hr. or more (Figure 15).

Future Direction

Future reports, planned annually, will provide assessments of the impact of short-term certificates over time, return on student investment, compare Career Pathways completion results with Workforce Investment Act programs, conduct a more in-depth regional analysis, as well as gather additional insights for continuous improvement of Career Pathways in Oregon.

Oregon is currently working with nine other states and the Center for Law and Social Policy (CLASP) in an effort to develop a national framework for Career Pathways benchmarks and metrics, which will further inform future research and analysis.

Oregon Community Colleges



Areas in white are not represented by community college districts. These counties and municipalities do not pay taxes into the state's Community College Support Fund.

Eastern Region: Blue Mountain Community College (BMCC), Central Oregon Community College (COCC), Columbia Gorge Community College (CGCC), and Treasure Valley Community College (TVCC)
Counties included in this region: Baker, Crook, Gilliam, Grant, Harney, Hood River, Malheur, Morrow, Sherman, Umatilla, Union, Wasco, and Wheeler

Metro Region: Clackamas Community College, Mt. Hood Community College (MHCC), Portland Community College (PCC)
Counties included in this region: Clackamas, Multnomah and Washington

Southern Region: Klamath Community College (KCC), Rogue Community College (RCC), Southwestern Oregon Community College (SOCC), Umpqua Community College (UCC)
Counties included in this region: Coos, Curry, Douglas, Jackson, Josephine, Klamath, and Lake

Valley/Coast Region: Chemeketa Community College, Clatsop Community College, Lane Community College (LCC), Linn-Benton Community College (LBCC), Oregon Coast Community College (OCCC), Tillamook Bay Community College (TBCC)
Counties included in this region: Clatsop, Columbia, Lane, Lincoln, Linn, Marion, Polk, Tillamook, and Yamhill

Presidents' Resolution

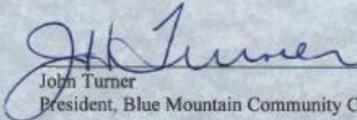
Resolution By Oregon's Community College Presidents Career Pathways

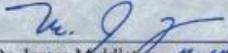
- WHEREAS:** Oregon's 17 community colleges are committed to providing statewide leadership and innovation in order to meet the needs and expectations of the state's diversifying residents; and
- WHEREAS:** Oregon's residents seek to be a vital part of Oregon's future economy by attaining well-paying jobs in demand occupations; and
- WHEREAS:** Oregon's employers seek to hire qualified workers in order to maintain economic growth; and
- WHEREAS:** Oregon's 17 community colleges are committed to easing transitions for all students along the educational continuum to ensure Oregonians have the skills to compete in the labor market; and
- WHEREAS:** Oregon's 17 community colleges seek to increase the number of adults persisting and attaining postsecondary certificates, credentials and degrees; and
- WHEREAS:** Oregon's 17 community college seek to increase the number of Adult Basic Skills (ABS) students transitioning from ABS and completing certificate and degree programs;
- WHEREAS:** Oregon's 17 community college collaborate to accelerate Career Pathways and Certificate completion achieving the outcomes for the Department of Labor Credentials, Acceleration, Support for Employment (CASE) grant;
- WHEREAS:** Students need more modularized, connected coursework that are tied to skill competencies and entry level jobs or job advancement in demand occupations that Career Pathways provide; and
- WHEREAS:** Students require support services to persist and complete the degrees, certificates, or credentials needed to attain family wage jobs that Career Pathways provide; and
- WHEREAS:** Career Pathway Certificates provide a "momentum point" and stepping stone for students to advance in their chosen career path and toward a degree;
- WHEREAS:** Oregon's 17 community college and the Department of Community Colleges and Workforce Development are conducting a Pathways Research Study to inform continuous improvement of this best practice;
- WHEREAS:** Career Pathways is a national model providing a systemic framework to address the changing world of work and the global economy is participating with other states in the Center for Law and Social Policy's Career Pathways National Benchmarks and Metrics project; and
- WHEREAS:** Oregon has the leadership and talent to advance Career Pathways forward to meet the needs of residents and employers in every region in the state;

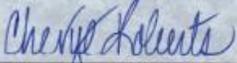
NOW, THEREFORE: We, the Presidents of Oregon's seventeen Community Colleges and the Oregon Community College Commissioner, hereby proclaim that we

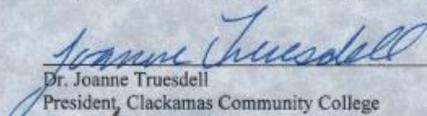
**Support continued and sustained implementation of Career Pathways
throughout all of Oregon's community colleges**

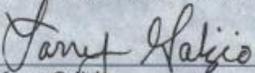
IN WITNESS WHEREOF, we hereunto set our hand
in the city of Klamath Falls in the State of Oregon
on this day, August 1, 2012

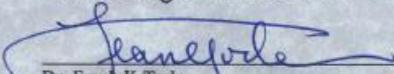

John Turner
President, Blue Mountain Community College

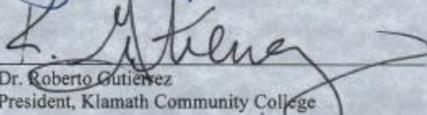

Dr. James Middleton *Matthew S. McCoy*
Vice President, Central Oregon Community College

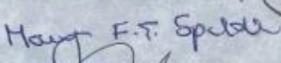

Dr. Cheryl Roberts
President, Chemeketa Community College


Dr. Joanne Truesdell
President, Clackamas Community College

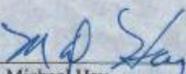

Dr. Larry Galizio
President, Clatsop Community College

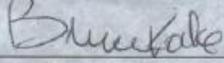

Dr. Frank K. Toda
President, Columbia Gorge Community College

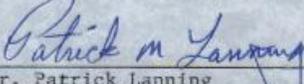

Dr. Roberto Gutierrez
President, Klamath Community College

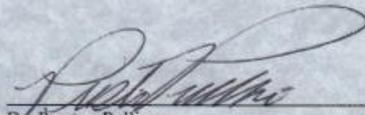

Dr. Mary Spilde
President, Lane Community College

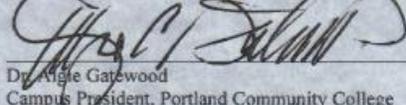

Dr. Greg Hamann
President, Linn-Benton Community College

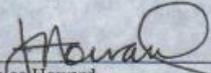

Dr. Michael Hay
President, Mt. Hood Community College

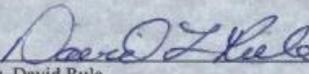

Bruce Koike
President, Oregon Coast Community College


Dr. Patrick Lanning
Campus President, Chemeketa Community College
Yamhill

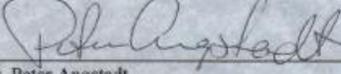

Dr. Preston Pulliams
District President, Portland Community College

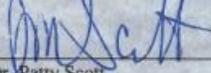

Dr. Mable Gatewood
Campus President, Portland Community College
Cascade Campus

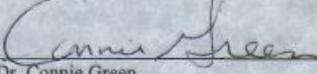

Dr. Jessica Howard
Campus President, Portland Community College
Extended Learning Campus

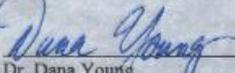

Dr. David Rule
Campus President, Portland Community College
Rock Creek Campus

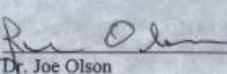

Dr. Linda Gerber
Campus President, Portland Community College, Sylvania
Campus


Dr. Peter Angstadt
President, Rogue Community College


Dr. Patty Scott
President, Southwestern Community College


Dr. Connie Green
President, Tillamook Bay Community College


Dr. Dana Young
President, Treasure Valley Community College


Dr. Joe Olson
President, Umpqua Community College


Dr. Camille Preus
Community College Commissioner

Oregon Pathways Alliance Members

Blue Mountain Community College	Oregon Coast Community College
Katrina Bretsch	Pam Carpenter
Virginia Justice	Jane Hodgkins
Dan Koopman	
	Portland Community College
Central Oregon Community College	Pamela Murray
Debbie Hagan	Sara Nelson Treadway
Jenni Newby	
	Rogue Community College
Chemeketa Community College	Debbie McLennan
Johnny Mack	Serena St. Clair
Glen Miller	
	Southwestern Oregon Community College
Clackamas Community College	Pat Parker
Peg Caliendo	Diana Schab
Steffen Moller	
	Tillamook Bay Community College
Clatsop Community College	Lori Gates
Lisa Nyberg	Carla Madison
Debby L. Robertson	
Kristen Wilkin	Treasure Valley Community College
	Terry Basford
Columbia Gorge Community College	Merie Linegar
Brian Greene	
Abraham Martinez	Umpqua Community College
Dave Mason	Lisa Davis
	April Hamlin
Klamath Community College	Ali Mageehon
Terri Armstrong	
Paula Pence	
Lane Community College	
Dawn DeWolf	
Rosa Lopez	
Linn-Benton Community College	
Karin Magnuson	
Ann M. Malosh	
Mt. Hood Community College	
Marc E. Goldberg	
Kay Lopez	
Steven R. Storla	

Descriptive Analysis

TABLE 1			
Career Pathway Certificates by Career Focus Area			
<i>As of August 2012</i>			
Career Pathway Certificates		Less Than One Year Certificates	
Agriculture, Food and Natural Resources	21	Agriculture, Food and Natural Resources	3
Arts, Information and Communications	8	Arts, Information and Communications	2
Business and Management	65	Business and Management	16
Health Services	17	Health Services	11
Human Resources	45	Human Resources	16
Industrial and Engineering Systems	86	Industrial and Engineering Systems	56
Total	242	Total	104

Source: Oregon Community College Program Submission System

TABLE 2			
Number of Career Pathway and Less Than One Year Certificates by College			
<i>As of August 2012</i>			
Career Pathway Certificates		Less Than One Year Certificates	
Blue Mountain	17	Blue Mountain	7
Central Oregon	11	Central Oregon	13
Chemeketa	28	Chemeketa	5
Clackamas	21	Clackamas	12
Clatsop	7	Clatsop	2
Columbia Gorge	5	Columbia Gorge	0
Klamath	6	Klamath	0
Lane	24	Lane	3
Linn-Benton	5	Linn-Benton	14
Mt. Hood	10	Mt. Hood	3
Oregon Coast	2	Oregon Coast	4
Portland	38	Portland	10
Rogue	16	Rogue	8
Southwestern Oregon	17	Southwestern Oregon	11
Tillamook Bay	17	Tillamook Bay	8
Treasure Valley	10	Treasure Valley	1
Umpqua	8	Umpqua	4
Total	242		104

Source: Oregon Community College Program Submission System

Descriptive Analysis

TABLE 3								
Career Pathway & Less Than One Year Certificate Awards 2008-09, 2009-10, 2010-11, 2011-2012								
College	2008-09		2009-10		2010-11		2011 - 2012	
	Career Pathway Certificate of Completion	Less Than One Year Certificate	Career Pathway Certificate of Completion	Less Than One Year Certificate	Career Pathway Certificate of Completion	Less Than One Year Certificate	Career Pathway Certificate of Completion	Less Than One Year Certificate
Blue Mountain	0	0	0	0	20	8	37	13
Central	0	71	19	169	8	176	12	0
Chemeketa	22	0	113	0	168	0	133	0
Clackamas	22	44	74	34	138	124	132	72
Clatsop	1	0	10	0	5	0	17	0
Columbia Gorge	0	0	0	0	0	15	8	14
Klamath	0	0	8	0	16	0	28	2
Lane	64	1	162	0	191	0	189	2
Linn-Benton	0	74	0	121	7	143	8	114
Mt. Hood	24	3	44	3	31	1	32	3
Oregon Coast*	0	0	0	0	0	0	0	8
Portland	94	40	226	105	257	198	282	230
Rogue	8	4	18	10	33	26	97	9
Southwestern OR	14	15	27	0	22	4	13	0
Tillamook Bay	0	0	1	0	8	0	2	0
Treasure Valley	1	0	17	0	43	0	80	0
Umpqua	0	30	10	36	16	40	8	1
Total	250	282	729	478	963	735	1,078	468
Combined Total	532		1,207		1,698		1,546	

Note: This is duplicated count and includes more than one certificate for some completers

Source: Oregon Community College Unified Reporting System (OCCURS) (reported to OCCURS as of January 30, 2013)

TABLE 4					
Demographics of recipients of Career Pathway certificates and certificates of less than one year					
<i>2008-09 / 2009-10 / 2010-11</i>					
Career Pathway Certificates			Less Than One Year Certificates		
Sex					
Completers were evenly divided between men and women.					
	Students	Percentage		Students	Percentage
Female	790	45.9%	Female	545	48.4%
Male	879	51.0%	Male	540	48.0%
Unknown	54	3.1%	Unknown	40	3.6%
Total	1,723		Total	1,125	
Age					
Most completers were older than 25. Many completers are older than 45.					
Very few completers were under 25.					
	Students	Percentage		Students	Percentage
16-19	26	1.5%	16-19	31	2.8%
20-24	219	12.7%	20-24	233	20.7%
25-44	865	50.2%	25-44	539	47.9%
45-64	590	34.2%	45-64	316	28.1%
65+	12	0.7%	65+	DS*	DS*
Invalid	11	0.6%	Invalid	DS*	DS*
Total	1,723		Total	1,125	
Few completers came directly from high school and few had earned dual credit.					
Directly from high school	Students	Percentage	Directly from high school	Students	Percentage
	54	3.1%		90	8.0%
Average dual credit			Average dual credit		
	Students	Credits		Students	Credits
	20	11.2		22	5.7

Source: OCCURS

TABLE 4 continued						
High School Completion						
Most completers had high school diplomas or GEDs, but completion is unknown for many others.						
Career Pathway Certificates			Less than One Year Certificates			
Adult HS diploma	8	0.5%		Adult HS diploma	DS*	DS*
GED	146	8.5%		GED	118	10.5%
HS grad	962	55.8%		HS grad	687	61.1%
Did not complete	36	2.1%		Did not complete	21	1.9%
Proficiency exam	DS*	DS*				
Still in HS	14	0.8%		Still in HS	DS*	DS*
Attendance completion	DS*	DS*				
Unknown	553	32.1%		Unknown	285	25.3%
Total	1,723			Total	1,125	
Adult Basic Education and Developmental Education course participation four quarters prior to completing certificate						
More than a third of completers participated in Developmental Education in the previous year.						
Adult Basic Education course	55	3.2%		Adult Basic Education course	40	3.6%
ESL course	82	4.8%		ESL course	9	0.1%
GED course	35	2.0%		GED course	10	0.9%
Developmental Education course	540	31.3%		Developmental Education course	317	28.2%
Total completers	1,723			Total completers	1,125	
<i>Note: As students may have taken more than one of these courses, these numbers are not unduplicated</i>						
Adult Basic Education and Developmental Education participation eight quarters prior to completing certificate						
More than a third of completers participated in Developmental Education in the previous two years.						
Adult Basic Ed course	84	4.9%		Adult Basic Ed course	51	4.5%
ESL course	101	5.9%		ESL course	13	1.2%
GED course	46	2.7%		GED course	17	1.5%
Developmental Ed course	652	37.8%		Developmental Ed course	386	34.3%
Total completers	1,723			Total completers	1,125	
<i>Note: As students may have taken more than one of these courses, these numbers are not unduplicated</i>						
Completers had earned numerous previous credentials						
Earlier awards NOT pathways/LTOY				Earlier awards NOT pathways/LTOY		
AAOT (LDC)	39	5.1%		AAOT (LDC)	14	3.4%
Assoc. Gen. Studies (LDC)	52	6.8%		Assoc. Gen. Studies (LDC)	50	12.0%
Assoc. Science (LDC)	DS*	DS*		Assoc. Science (LDC)	DS*	DS*
Assoc. Science (CTE)	DS*	DS*		Assoc. Science (CTE)	0	0%
Assoc. Applied Science (CTE)	363	47.7%		Assoc. Applied Science (CTE)	166	40.0%
CTE cert 1+ yr	285	37.5%		CTE cert 1+ yr	171	41.2%
CTE cert 2+ yr	0	0%		CTE cert 2+ yr	DS*	DS*
Total	761			Total	415	
<i>*DS: Data suppressed to comply with FERPA/CCWD privacy policy</i>						
<i>Note: A total of 861 completers had earned previous credentials</i>						
Some completers had earned earlier CPCC and LTOY awards						
Earlier short-term certificate awards				Earlier short-term awards		
Pathways	51	97.2%		Pathways	10	9.0%
LTOY	4	7.3%		LTOY	101	91.0%
Total	55			Total	111	

Source: OCCURS

Career Focus Areas

TABLE 5						
Career focus areas for Career Pathway and Less Than One Year Certificates						
2008-09 / 2009-10 / 2010-11						
Career Pathway Certificates			Less than One Year Certificates			
Three career focus areas account for 80% of all completions						
Agriculture, Food and Natural Resources	72	4%		Agriculture, Food and Natural Resources	18	1%
Arts, Communication and Information	7	0.1%		Arts, Communication and Information	27	2%
Business and Management	494	25%		Business and Management	316	21%
Health Services	320	16%		Health Services	350	23%
Human Resources	347	18%		Human Resources	116	8%
Industrial and Engineering Systems	701	36%		Industrial and Engineering Systems	665	44%
Total	1,942			Total	1,495	

Note: This is duplicated count and includes more than one certificate for some completers
Source: OCCURS

TABLE 6						
Career focus areas Career Pathway and Less Than One Year Certificates by Sex						
2008-09 / 2009-10 / 2010-11						
Career Pathway Certificates						
Female			Male			
Men and women tend to choose different career focus areas.						
Agriculture, Food and Natural Resources	DS*	*DS		Agriculture, Food and Natural Resources	DS*	DS*
Arts, Communication and Information	DS*	*DS		Arts, Communication and Information	DS*	DS*
Business and Management	285	32%		Business and Management	202	20%
Health Services	256	29%		Health Services	61	6%
Human Resources	238	27%		Human Resources	77	8%
Industrial and Engineering Systems	80	9%		Industrial and Engineering Systems	604	61%
Total	893			Total	990	

*DS: Data Suppressed to comply with FERPA/CCWD privacy policy
Source: OCCURS

Less Than One Year Certificates						
Female			Male			
Agriculture, Food and Nat. Resources	DS*	DS*		Agriculture, Food and Nat. Resources	13	2%
Arts, Communication and Information	DS*	DS*		Arts, Communication and Information	9	1%
Business and Management	96	17%		Business and Management	115	14%
Health Services	298	52%		Health Services	51	6%
Human Resources	105	18%		Human Resources	9	1%
Industrial and Engineering Systems	48	8%		Industrial and Engineering Systems	606	75%
Total	572			Total	804	

*DS: Data Suppressed to comply with FERPA/CCWD privacy policy
Source: OCCURS

Employment Analysis

Unemployment

TABLE 7												
Statewide and Regional Seasonally Adjusted Quarterly Unemployment Rates												
Area	Q1 2008	Q2 2008	Q3 2008	Q4 2008	Q1 2009	Q2 2009	Q3 2009	Q4 2009	Q1 2010	Q2 2010	Q3 2010	Q4 2010
Oregon	5.2	5.7	6.7	8.4	10.5	11.5	11.3	10.9	11.0	10.8	10.5	10.3
United States	5.0	5.3	6.0	6.9	8.3	9.3	9.6	9.9	9.8	9.6	9.5	9.6
Eastern Region	6.2	6.7	7.9	9.7	11.7	12.6	12.4	12.1	12.0	12.0	12.0	11.8
Southern Region	7.2	7.7	8.9	10.9	13.0	13.9	13.7	13.3	13.2	13.2	13.3	13.0
Valley/Coast Region	5.2	5.6	6.7	8.5	10.7	11.6	11.4	11.0	10.9	10.8	10.6	10.4
Metro Region	4.6	4.9	5.9	7.3	9.1	10.3	10.4	10.1	9.9	9.7	9.4	9.1

Source: Local Area Unemployment Statistics, Oregon Employment Department

TABLE 8											
Number of Unemployed Oregonians 2008-10 by Quarter											
Seasonally Adjusted											
Q1 2008	Q2 2008	Q3 2008	Q4 2008	Q1 2009	Q2 2009	Q3 2009	Q4 2009	Q1 2010	Q2 2010	Q3 2010	Q4 2010
101,893	111,087	132,124	166,248	209,477	229,061	222,013	214,555	216,392	213,344	208,839	204,372

Source: U.S. DOL Bureau of Labor Statistics

Entered and Retained Employment

TABLE 9
Oregon Community Colleges
Career Pathways completers who entered and retained employment*
2008-09 and 2009-10 completers
Entered and retained at \$12/hr or more

	Entered Employment	Retained Employment	%	Average Hourly Wage of Completers	Regional Median Wage**	Regional Entry Wage***
Eastern	40	12	30.0%	\$14.16	\$15.09	\$10.19
Metro	322	176	54.7%	\$19.40	\$18.77	\$11.43
Southern	47	21	44.7%	\$17.08	\$15.09	\$10.11
Valley/Coast	215	91	42.3%	\$14.96	\$16.44	\$10.29
Statewide	624	300	48.1%	\$17.68	\$17.28	\$10.75

**Retained employment of at least 30 hour week and at least \$12/hr*

***Regional median wages provided by OED*

****Regional entry wage is the 20th percentile wage of the entire region as provided by OED*

Source: Oregon Employment Department

Regional Career Focus Area

TABLE 10
Oregon Community Colleges
Certificates awarded to completers who
entered employment within four quarters of completing
and retained employment for four quarters
2008-09 and 2009-10 completers

Entered and retained employment at \$12/hr or more and 30+ hours per week

	Career Area	Entered	Retained	%
Eastern	Agriculture, Food and Natural Resources	7	0	0.0%
	Health Services	13	6	46.2%
	Industrial and Engineering Systems	69	16	23.2%
Metro	Agriculture, Food and Natural Resources	DS*	DS*	DS*
	Business and Management	93	63	67.7%
	Health Services	52	31	59.6%
	Human Resources	DS*	DS*	DS*
	Industrial and Engineering Systems	168	80	47.6%
Southern	Agriculture, Food and Natural Resources	DS*	DS*	DS*
	Business and Management	DS*	DS*	DS*
	Health Services	24	11	45.8%
	Human Resources	19	9	47.4%
	Industrial and Engineering Systems	11	6*	54.5*%
Valley/Coast	Business and Management	52	22	42.3%
	Health Services	113	41	36.3%
	Human Resources	DS*	DS*	DS*
	Industrial and Engineering Systems	43	26	60.5%
	Other	DS*	DS*	DS*
Statewide	Agriculture, Food and Natural Resources	DS*	DS*	DS*
	Business and Management	148	85	57.4%
	Health Services	202	89	44.1%
	Human Resources	84	33	39.3%
	Industrial and Engineering Systems	291	128	44.0%
	Other	DS*	DS*	DS*
	Total	735	337	45.9%

Retained employment of at least 30 hours per week and \$12/hr.

**DS: Data Suppressed to comply with FERPA/OED/CCWD privacy policy*

Five career areas were represented.

Note: This is duplicated count and includes more than one certificate for some completers

Source: OCCURS

TABLE 11
Oregon Community Colleges
Career Pathway Less Than One Year Certificates
Awarded by Career Focus Area 2008-2012

	Agriculture, Food and Natural Resources	Arts, Communication, and Information	Business and Management	Health Services	Human Resources	Industrial and Engineering Systems	Other	Total
Blue Mountain	4		29		9	36		78
Central Oregon	38			49	2	366		455
Chemeketa			145	126	34	146		451
Clackamas	4		401		231	127		763
Clatsop				28		4	1	33
Columbia Gorge			10	25	2			37
Klamath			17	26	11			54
Lane	5		231	140	108	125		609
Linn Benton	1		82	230	87	64	3	467
Mt. Hood			9	6		126		141
Oregon Coast				8				8
Portland	9	73	403	236	113	598		1432
Rogue	12			26	78	88		204
Southwestern	1		11	17	44	24		97
Tillamook Bay			9		2			11
Treasure Valley	56		5		20	60		141
Umpqua	10	14	11	58	7	41		141
Total	140	87	1363	975	748	1805	4	5122

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